

MAY 1981

MEMORANDUM FOR: Director of Communications

FROM: Harry E. Fitzwater
Director of Personnel Policy,
Planning, and Management

SUBJECT: Request for Revision of Non-Standard Work Schedule

REFERENCE: OC M81-271 dated 13 April 1981

ILLEGIBLE

81-0760

1. Your memorandum requested a waiver of [] to establish a non-standard work schedule using the "credit hour" concept associated with flexible work schedules. [] provides for the credit hour concept only as part of an experiment with a flexible work schedule.

25X1

2. A flexible schedule is one where an employee has the option of varying the time when he will start and stop work. Employees on a non-standard work schedule are providing a 24-hour coverage of operations and do not have the option of varying their starting and stopping times.

3. The Flexible and Compressed Work Schedule Act of 1978 provided for a waiver of FLSA overtime payments for the purpose of experimenting with the flexible work schedules and credit hours. The non-standard work schedule cannot be considered as a flexible work schedule where the credit hours provision is applicable. There is no basis for a waiver or change of [] covering non-standard work schedules to provide for credit hours because the Agency is subject to the FLSA.

4. Therefore, I cannot approve your request since it conflicts with the FLSA. The options that seem available are to continue with the current non-standard work schedule or to adopt three eight-hour shifts providing 24-hour coverage without donated overtime.

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This memo becomes Unclassified
when separated from attachment

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